



**United States Department of the Interior**  
**OFFICE OF THE SPECIAL TRUSTEE FOR AMERICAN INDIANS**

**VACANCY ANNOUNCEMENT**

**POSITION:** Program Analyst, GS-0343-12/13      **ANNOUNCEMENT NUMBER:** OST-05-041  
(1 Position to be filled)

**OPENING DATE:** January 31, 2005      **FULL PERFORMANCE LEVEL:** GS-13  
**CLOSING DATE:** February 14, 2005      **AREA OF CONSIDERATION:** Government-wide

**SALARY:**              GS-12: \$60,576 - \$78,745  
                             GS-13: \$72,035 - \$93,643

**LOCATION:** Office of the Special Trustee for American Indians, Office of the Principal Deputy Special Trustee, Office of External Affairs, Albuquerque, NM

**CONTACT TELEPHONE NUMBER:** 505-816-1021

**WHO MAY APPLY:** Current Federal employees occupying Career or Career-Conditional appointments, former Federal employees with reinstatement eligibility, persons eligible for non-competitive appointment under Special Authorities, individuals eligible for reemployment under Agency Career Transition Assistance Program (CTAP) and Interagency Career Transition Assistance Program (ICTAP), and veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service (documentation of eligibility must be submitted with the initial application).

This position has known promotion potential, and therefore, a subsequent career promotion is permissible.

Relocation expenses **will** be paid.

**STATEMENT OF DUTIES:** The incumbent reports to the Director, Office of External Affairs, and is responsible for planning and conducting work studies designed to evaluate program operations and accomplish special projects arising from the general implementation of new regulations or policies affecting outreach activities and the accomplishment of the mission of the Office of External Affairs. He/she coordinates, prepares written materials, and attends tribal meetings, information sessions, and formal negotiations; responding to inquiries and requests for information, and providing oversight and technical support to Indian tribes. The incumbent provides staff support re: outreach activities to stakeholders including tribal and individual Indian beneficiaries, the media, the U.S. Congress, and other agency and public officials. Such activities include, but are not limited to: planning and attending meetings, briefings, and tribal consultation sessions; attending large gatherings; drafting correspondence; researching and creating informational flyers, brochures and newsletters; and addressing feedback from beneficiaries on communication efforts. The incumbent advises and provides assistance in the planning and administration of OST self-governance and self-determination activities; including implementation and administration of Public Law 93-638, the Indian Self-Determination and Education Assistance Act of 1975, as amended.

**QUALIFICATION REQUIREMENTS:** Applicants must meet the qualification requirements contained in the Office of Personnel Management Qualification Standards Handbook. There are no additional selective placement factors for this position. All qualification requirements and time-in-grade requirements (Federal employees) must be met within 30 calendar days after the closing date of this announcement in order to receive consideration for this position. Applicants' qualifications will be evaluated solely on the information submitted by them in their applications.

**SPECIALIZED EXPERIENCE REQUIREMENTS:**

In addition to meeting the basic requirements, applicants must have at least one year of specialized experience equivalent to the next lower grade level, as required for each grade below:

For the GS-12 level: Specialized experience equivalent to the GS-11 level is defined as experience evaluating program operations, conducting work studies, and responding to inquiries.

For the GS-13 level: Specialized experience equivalent to the GS-12 level is defined as experience planning and evaluating work studies involving mission-related program operations, and researching and responding to inquiries.

**KNOWLEDGE, ABILITIES, SKILLS, AND OTHER CHARACTERISTICS (KASOCs):**

Applicants should address the following factors, in a narrative form, on a separate sheet of paper. This supplemental information will be the principal basis for determining whether or not an applicant is highly qualified for this position. Applicants may expand upon the information that is provided in their application and, should consider appropriate work experience, outside activities, awards, training, and education for each of the items listed below.

1. Knowledge of analytical procedures and techniques sufficient to plan and conduct studies and present findings to top management officials.
2. Ability to perform outreach responsibilities, including responding to inquiries, preparing informational flyers, brochures, and newsletters, and planning and attending informational meetings, formal negotiations, etc.
3. Skill in establishing and maintaining work relationships with program officials, representatives of Indian tribes, and individual Indian beneficiaries.
4. Skill in communicating verbally and in writing in a clear, concise and persuasive manner, using tact and diplomacy in order to defend policies and regulations.

**ADDITIONAL INFORMATION:**

Individuals who have special priority selection rights under the Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP) must be well qualified for the position to receive consideration for special priority selection. CTAP and ICTAP eligibles will be considered well qualified if they meet the following: OPM qualification standards for the position; all selective factors, where applicable; special qualifying conditions that OPM has approved for the position; is physically qualified with reasonable accommodation, where appropriate, to satisfactorily

perform the duties of the position upon entry; and is rated by the organization at least at the middle level of a three-level rating system on all quality ranking factors.

Federal employees seeking Career Transition Assistance Program (CTAP) or Interagency Career Transition Assistance Program (ICTAP) eligibility must submit proof that they meet the requirements of 5 CFR 330.605 (a) for CTAP or 5 CFR 330.704 (a) for ICTAP. This includes a copy of the agency notice, which establishes the applicant's eligibility for the program, a copy of their most recent performance rating and a copy of their most recent SF-50 noting current position, grade level, and duty location. Please annotate your application to reflect that you are applying as a CTAP/ICTAP eligible.

This is not a Testing Designated Position.

5 USC 3303, Hatch Act Amendments of 1993, bars Executive Branch Agencies from accepting or considering prohibited political recommendations for Federal jobs. Any such recommendations received will be returned to the sender. Federal employees who request such a recommendation may be subject to disciplinary action.

Vacancy announcements for the Office of Special Trustee are accessible from the Office of Personnel Management Webpage [www.usajobs.opm.gov](http://www.usajobs.opm.gov).

The Office of the Special Trustee for American Indians is an Equal Opportunity Employer. Within the scope of Indian Preference, if applicable, selection for this position will be made solely on the basis of merit, fitness, and qualifications without regard to race, sex, color, religion, age, marital status, national origin, non-disqualifying handicap conditions, sexual orientation, or any other non-merit factors.

This Agency provides reasonable accommodation to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please call the contact telephone number (505) 816-1021. The decision on granting reasonable accommodation will be on a case-by-case basis.

**APPLICATIONS MUST BE POSTMARKED ON OR BEFORE THE CLOSING DATE**

*Attachment*

**DEPARTMENT OF THE INTERIOR**  
**Office of the Special Trustee for American Indians**  
**SUPERVISORY APPRAISAL OF DEMONSTRATED**  
**PERFORMANCE OR POTENTIAL**

Announcement No. OST-05-041

**PLEASE HAVE THIS APPRAISAL COMPLETED BY YOUR SUPERVISOR AND SUBMIT WITH YOUR APPLICATION, SF-171 (If the appraisal is submitted directly by the Supervisor, the applicant will be permitted to review and/or obtain a copy of the appraisal upon request.)**

Name of Applicant: \_\_\_\_\_ Position: Program Analyst, GS-0343-12/13

Basis of Appraisal				<b>RANKING FACTORS</b>  <b>(Knowledges, Abilities, Skills, and Other Characteristics)</b>	Level of Performance			
Check one					Please Check as appropriate:			
Outside Activities	On-the-Job Performance	Formal Training	Unable to Appraise		4	3	2	1
				1. Knowledge of analytical procedures and techniques sufficient to plan and conduct studies and present findings to top management officials.				
				2. Ability to perform outreach responsibilities, including responding to inquiries, preparing informational flyers, brochures, and newsletters, and planning and attending informational meetings, formal negotiations, etc.				
				3. Skill in establishing and maintaining work relationships with program officials, representatives of Indian tribes, and individual Indian beneficiaries.				
				4. Skill in communicating verbally and in writing in a clear, concise and persuasive manner, using tact and diplomacy in order to defend policies and regulations.				

**DEPARTMENT OF THE INTERIOR**  
**Office of the Special Trustee for American Indians**

**SUPERVISORY APPRAISAL OF DEMONSTRATED  
PERFORMANCE OR POTENTIAL**

Announcement No. OST-05-041

**NARRATIVE: BRIEFLY EVALUATE THE CANDIDATE'S OVERALL ABILITY TO PERFORM THE DUTIES AND RESPONSIBILITIES OF THE POSITION. NARRATIVE COMMENTS ARE REQUIRED FOR ALL EVALUATIONS.**

**IN WHAT CAPACITY ARE YOU MAKING THIS APPRAISAL?** (Please  $\checkmark$  as appropriate)

☐

Present Immediate Supervisor

☐

Present 2<sup>nd</sup> Level Supervisor

☐

Other (Specify)

☐

Former Immediate Supervisor

☐

Former 2<sup>nd</sup> Level Supervisor

**Period During Which You Supervised the Applicant:**

**From:**

**To:**

**Appraiser:**

**(Signature)**

**(Date)**

**(Phone No.)**

**DEPARTMENT OF THE INTERIOR  
OFFICE OF THE SPECIAL TRUSTEE FOR AMERICAN INDIANS  
APPLICATION GUIDELINES**

**Mail applications to:** Personnel Office, Suite 185, 4400 Masthead Street NE, Albuquerque, New Mexico, 87109. **For further information, please call:** (505) 816-1021.

**APPLICATION REQUIREMENTS.** If application is submitted by mail, it must be postmarked by the closing date of the announcement and received within 5 business days after the closing date to receive consideration. Hand delivered applications must be received by the closing date. Applications mailed using Government postage and/or envelopes will not be accepted.

**The following must be submitted for consideration for this position:**

1. You must submit a written application for employment. You may submit an Optional Application for Federal Employment (OF-612), Application for Federal Employment (SF-171), resume, or other format, provided that you include all the information listed below.
2. BIA Form 4432, Verification of Indian Preference (if applicable).
3. DD-214, Verification of Veterans Preference (if applicable).
4. Current and former Federal employees must submit a copy of their latest SF-50 for verification of reinstatement or transfer eligibility.
5. DI-1935, Applicant Background Survey. (Submission of this form is voluntary. This information will be used solely to review compliance with Federal law. Consideration for this job will not be affected by failure to submit this form.)
6. College Transcripts if you are using education (individually or in combination with experience) to qualify for this position.

In addition, while not required, it is recommended that applicants address the specific knowledge, skills, abilities, and other characteristics (KASOCs) listed on the vacancy announcement that are necessary for successful performance of the work. It is recommended that you provide a narrative statement for each KASOC addressing how your education, experience, training, and awards relate to these KASOCs to show how you are highly qualified for this position.

Please have the attached Supervisory Appraisal of Demonstrated Performance or Potential completed by your supervisor and submit with your application. Although appraisals will be used in ranking, no candidate will be screened out automatically for failure of his/her supervisor to complete an appraisal.

**Your written application for employment must include the following:**

*Announcement number, and title, series, and grade of the job for which you are applying.*

*Indication of the locations for which you are interested if more than one location is specified in the vacancy announcement.*

*Personal information* - complete name, mailing address (with ZIP code), telephone numbers (daytime and evening), social security number, and citizenship information. If applying under a special employment program, identify program (e.g., veterans' preference, reinstatement, handicapped appointment eligibility) and include appropriate qualifying documentation (e.g., DD-214, SF-50).

*Educational information* - high school name, city, state (ZIP code, if known), and date of diploma or GED; college/university name, city, state (with ZIP), declared major, dates attended, and type of degree and date received; graduate school name, city, state (with ZIP), major subject, dates attended, and type of degree and date received. If no degree was received, show credits earned (identify whether in quarters or semesters). Unless otherwise stated in this announcement, certified transcripts are not required.

*Work experience* - supply the following information for the paid and non- paid work you have performed that qualify you for this job: (a) job title (title, series, and grade, if Federal), (b) statement of major duties and accomplishments, employer's name and mailing address, (c) supervisor's complete name and telephone number, (d) month and year of starting and ending dates, (e) numbers of hours worked per week, and (f) salary. Indicate whether we may contact your current supervisor.

*Other qualifications related to this job* - courses (title and year), relevant skills (e.g., other languages, computer skills, mechanical skills, typing speed), and current professional certificates and licenses (identify issuing authority and date). You may also note any job related honors, awards, and special accomplishments, but DO NOT send documents (e.g., letters of commendation, newspaper clippings).

Senior Executive Service recruitment only - Provide copy of Candidate Development Program Certificate, if applicable.

Unless otherwise stated elsewhere in this announcement, applications will be accepted from individuals with competitive status, with Indian Preference, from severely handicapped individuals (regardless of competitive status), from Veterans Readjustment Appointment (VRA) eligibles (through GS-11) and veterans with compensable disability of 30% or more, and others eligible for appointment under special appointing authorities. Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply.

Documentation of eligibility must be submitted with the initial application. Please indicate if you are applying under one of these authorities and submit appropriate documentation (e.g., DD 214; Standard Form 15; required proof of entitlement such as the Veterans Administration letter, etc.)

A background security investigation will be required for all new hires. Appointment will be subject to the applicant's successful completion of a background security investigation and favorable adjudication. Failure to successfully meet these requirements will be grounds for termination.

As a condition of employment, male applicants born after December 31, 1959, must certify that they have registered with the Selective Service System, or are exempt from having to do so under Selective Service law.

U.S. citizenship is required.

All new employees of the Office of the Special Trustee for American Indians are asked to identify a financial institution for direct deposit of pay.

If you are selected for a supervisory or managerial position, you must serve a probationary period. Failure to complete the probationary period successfully can result in return to your former position, or to a position of no lower grade and pay than the one that you left to accept the supervisory or managerial position.

Your application contains information subject to the Privacy Act (P.L. 93-579, 5 USC 552a). The information is used to determine qualifications for employment, and is authorized under Title 5 of the U.S. Code, Sections 3302 and 3361.

In accordance with 18 U.S.C. 1719 and 39 U.S.C. 3201 SEQ., applications will not be accepted from applicants using franked Government envelopes, or postage-paid agency envelopes or metered mail.

The Department of the Interior is an Equal Opportunity Employer. Within the scope of Indian Preference, selection for positions will be made solely on the basis of merit, fitness and qualifications without regard to race, gender, sexual orientation, color, religion, age, marital status, national origin, non-disqualifying handicap conditions, or any other non-merit factor.

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